

Job development specialist Malcolm Grossinger works to provide employment opportunities for hearing impaired and handicapped applicants.

Summer programs offered

Gallaudet's College for Continuing Education is once again offering a variety of classes, programs and other educational and recreational activities this summer, both on and off campus.

In addition to classes at Gallaudet for undergraduates, graduate students and professionals, classes will be offered at the two Gallaudet Extension Centers at Johnson County Community College in Overland Park, KS and at Northern Essex Community College in Haverhill, MA.

The Department of Sign Communication is offering classes in beginning conversational sign language, American Sign Language, interpreter training and sign language teacher training, as well as a special six-week pilot project in ASL instruction for individuals who have had no previous training in sign language. Through the Department of Physical Education and Athletics, persons can participate in special programs on methods of teaching dance to the deaf, an athletic training workshop, a coaching effectiveness program, and volleyball, soccer and basketball camps.

Special programs to be held on campus this summer include:

- June 6-26: **Clergy Training**
A study and training course for clergy and religious educators to help prepare them for ministry to deaf individuals. Offered by Continuing Education in conjunction with the Office of Campus Ministries.
- June 14-25: **Uses of Creative Drama in Deaf Education**
A training workshop designed to familiarize teachers with creative drama activities and their application to learning experiences for deaf children.
- June 14-25: **Training Programs in Continuing/Community Education**
A two-week training in planning, implementing, promoting and financing continuing and community education programs.
- June 21-23: **A.B.E. for the Deaf**
An intensive two and a half day workshop for teachers and administrators on programs, strategies and materials to meet the needs of Adult Basic Education level deaf adults.

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Job development expands employment opportunities

by Mike Kaika

Job Development may be the key to expanding employment opportunities for hearing impaired and handicapped individuals at Gallaudet.

The Personnel Office has appointed Malcolm Grossinger, a 1980 graduate of Gallaudet, as job development specialist to work with staff employment. Grossinger sees his job responsibilities falling into five main areas: ensuring that job qualifications do not unnecessarily eliminate hearing impaired and handicapped applicants, encouraging hearing impaired and handicapped people to apply for vacancies through active recruiting efforts, promoting employment of hearing impaired and handicapped individuals through active involvement in the interview/selection process, training campus supervisors so that they have a better understanding of the capabilities and potential of hearing impaired and handicapped individuals, and identifying development activities which will enhance promotional opportunities.

With full support from the Personnel Office, Grossinger feels that he is making progress in this important area. He reviews job specifications each week and sometimes meets with the department head where the position is available to get the specifics of the duties expected. When he knows what the department is looking for, he can actively solicit qualified hearing impaired and handicapped applicants for the job.

Grossinger is currently handling the interview/selection process for approximately 20-25% of the available posi-

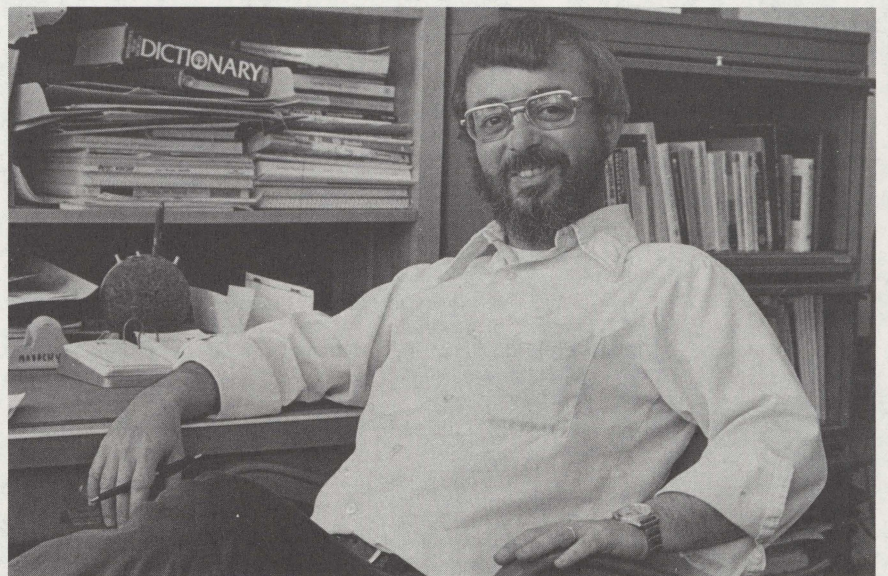
tions on campus but keeps in close contact with the other interviewers in the Personnel Office. He will also meet with the department interviewer to encourage serious consideration of hearing impaired and handicapped applicants.

A deaf person who has the minimum qualifications, in most cases, can perform the job equally as well as a hearing person with many years of experience, says Grossinger. "It's quality, not quantity that counts, and a deaf person's knowledge of deafness and sign language in many cases should give him or her the edge."

Should a deaf or handicapped applicant not be considered for employment, Grossinger will personally take the time to meet with applicant and explain the reason for rejection and discuss other employment possibilities. "Most deaf employees are excellent workers and they tend to remain in their position for a long time, especially at Gallaudet," he said. "The attrition rate of deaf employees on campus is very low. If a little extra time and money needs to be spent to train a deaf employee to acquire additional skills, that is time and money well spent."

The Personnel Office has never screened out a person on the basis of handicap, according to Denise Sullivan, supervisor of Employment Services. "For every staff position there are minimum qualifications established by the hiring department and our practice has been to interview those persons whose overall backgrounds most closely meet the needs of the hiring department."

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James Madachy has agreed to accept an appointment as dean of the College of Arts and Sciences, effective July 1, 1982. Madachy has been a member of the faculty since 1974 and presently serves as chairman of the English Department.



Eileen Ford of the Gallaudet College Library LRC has been making dolls like these for the past year. Her dolls, which have been submitted to shows and displayed at MSSD, may be on exhibit at the Gallaudet College Alumni Association Reunion in June.

Summer programs

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- June 21-July 27: **Peace Corps Training Program**
A program for Peace Corps volunteers who will be working with deaf people overseas. Coordinated through the International Center on Deafness in cooperation with the Peace Corps.
- June 21-Aug. 13: **International Seminar on Audiometry**
An eight-week program, in cooperation with the Department of Audiology, which includes lectures and clinical practice in diagnostic procedures, client and parent counseling, hearing aid fitting and rehabilitative procedures.
- June 27-July 2: **Elderhostel Program**
Two separate programs for adults 60 years or older and their spouses. "Hearing Loss in Later Years" is designed for hearing seniors who have begun to experience recent loss of hearing, and "A Week in the Arts" is planned for senior deaf adults and their spouses who are fluent in sign language.
- June 28-July 2: **National Conference on Continuing Education Programming for Deaf Adults**
A national conference to review, upgrade and expand continuing education programming for deaf adults.
- June 28-July 9: **A Sign Language Experience for the Middle Age and Senior Citizen**
A two-week course for middle-age and senior citizens interested in gaining manual communication skills for use with deaf people.
- July 11-17
Aug. 8-14: **Cued Speech Programs**
The first program will be for adults only and the second will be for families with hearing impaired children. Participants will be taught Cued Speech. Programs are jointly sponsored by Continuing Education and Office of Cued Speech Programs.
- July 11-31: **French/Swiss Seminar on Deafness**
The seminar will concentrate on visual/gestural communication as well as providing an overview of deafness and educational opportunities available at Gallaudet.
- July 12-23: **Skills for Family/School Partnership**
Specialized training in skills needed for effective family-school relationships.
- July 26-30: **Emerging Roles and Issues in Special Education**
A program to help public school superintendents, directors of special schools and directors of special education help children with special needs. Sponsored by Gallaudet College School of Education and Human Services, and Department of Administration, American Association of School Administrators and National Academy for School Executives.
- Aug. 2-15: **IAPD Convention**
This is the 8th Biennial Convention of the International Association of Parents of the Deaf.
- Family Learning Vacations**
Six seven-day Learning Vacations are being held for families with deaf children, with special activities for each age group and parent education lectures, seminars and training.
- Family Sign Language Learning Vacation**
A one-week sign language learning experience for parents interested in acquiring sign language skills.

Job development

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ment," she said. "It is not uncommon for the Personnel Office to receive more than a hundred applications for some positions."

Both Sullivan and Grossinger feel that the low employment rate of deaf applicants (only 14% of the staff employees on campus were hearing impaired as of early 1981) has been in part due to attitudinal and communication barriers that deaf people face on campus. Grossinger currently provides training in deaf awareness and interviewing deaf applicants for supervisors at a bi-monthly workshop and is working on other training programs and materials to eliminate these barriers.

The Personnel Office has no authority to determine who will be hired, but it can try to find qualified hearing impaired and handicapped individuals, develop ways to facilitate positive interaction between deaf and hearing individuals and ensure that hearing impaired and handicapped individuals are

given equal consideration for a job. The Personnel Office works very closely with the College's EEO Officer who has responsibilities for monitoring and ensuring affirmative action efforts on the part of all individuals on campus.

Some positive results have been made since Grossinger began his position about a year ago. Although statistics are not yet available to compare the number of hearing impaired and handicapped persons hired during the past year with years prior, the Personnel Office states that there has been an increase in the hiring of deaf individuals.

"We will not hire a deaf person for the sake of increasing the numbers," said Grossinger. "The individual must show that he or she does have at least the minimum qualifications." Improvements will not be seen overnight, but deaf and handicapped applicants who apply for a position at Gallaudet do stand a much better chance of getting in the door than ever before. Gallaudet encourages these persons to apply for positions for which they feel they are qualified.

Deaf Awareness Day scheduled at Kings Dominion June 12

Saturday, June 12 is Deaf Awareness Day at Kings Dominion, and special activities—as well as special prices—are available for hearing impaired persons.

Tickets, which entitle persons to rides, shows, special displays and other attractions, will be available at the Deaf Awareness Day ticket booth for \$7.95 (a \$5 savings). Kings Dominion is located off I-95, 75 miles south of Washington, D.C.

Special entertainment for hearing impaired people will include excerpts from "Fiddler on the Roof" performed by the Model Secondary School for the Deaf, and a special performance by "Deaf Dimensions—A Song and Dance Company." Displays and exhibits will also be set up by the National Crisis Center for the Deaf, Telephone Center for the Disabled, Deafpride, National Captioning Institute, Better Hearing Institute, International Association of Parents for the Deaf and Special Materials Project (which provides a free loan service of educational materials).

In addition, interpreters will be available for selected performances at

Kings Dominion during the day, including musical performances and reptile and dolphin shows.

For additional information, contact Kings Dominion at (804) 876-5000 or toll-free in Virginia 1-800-552-9912.

Sponsored R&D

Grant/contract deadlines

Provided below are application deadlines of selected federal programs that offer potential grant or contract opportunities for Kendall Green faculty, staff, and graduate students. More details on programs of interest can be obtained from the Office of Sponsored Research, x5030 (voice or TDD).

Deadline	Program
06/02/82	RSA—Institutes for Education of Severely Handicapped
06/08/82	NEH—Museums, Historical Organizations Humanities Project
06/23/82	RSA—Special Handicapped Recreation Program
06/23/82	RSA—Spinal Cord Injury Demonstration Projects
06/30/82	RSA—Centers for Independent Handicapped Living
07/01/82	NEH—Research Materials-Translations
07/01/82	MINH—Stress Reactivity in Adolescence Research
07/15/82	NEH—Humanities Program Development Grants

NEH proposals

The Division of Special Programs within the National Endowment for the Humanities (NEH) has announced July 15, 1982 as the deadline for proposals under Program Development Grants. The program provides support for innovative proposals exploring effective ways of presenting the humanities to the public. Approximately \$4.5 million will be available for these awards for FY 82. For additional information contact NEH, Division of Special Programs, Program Development Office, 806 15th St. NW, Washington, D.C. 20506, (202) 724-0398.

Washington Folk Festival scheduled

More than 400 musicians, dancers and craftspeople representing 30 countries will be featured at the Sixth Annual Washington Folk Festival to be held Saturday and Sunday, June 5 and 6 at Glen Echo Park, Maryland.

The Festival is presented by the Folklore Society of Greater Washington in cooperation with the National Park Service. Sign language interpreters will be available at the event.

Continuous concerts, workshops and dances will be held from 11 a.m.-10 p.m. Saturday and 11 a.m.-6 p.m. Sunday. Admission is free, and parking is available on the Festival grounds. Many of the special events are designed for children.

For more information call the Folklore Society's hotline, 281-2228, or Glen Echo Park, 492-6282.

President's Office Notes

Dinner lecture held

On Thursday, May 15, 65 faculty and staff members assembled to hear a presentation by Mr. Joe Wyatt, vice president for Administration at Harvard University. Mr. Wyatt's presentation on the use of computers in higher education was titled "Teaching—Technology." This presentation was a part of the Dinner/Lecture Series which has two major goals. First, it provides an opportunity for members of the faculty and staff to interact with each other and second, it brings to campus experts in various areas related to higher education to share ideas and experiences with our faculty and staff.

Mr. Wyatt has a very impressive background in the computer field. In addition to his administrative responsibilities at Harvard he is a senior lecturer in computer science. Prior to assuming his current responsibilities, he served as the director of the Office for Information Technology at Harvard. In addition, Mr. Wyatt served as president and chief executive officer of EDUCOM and later as its chairman of the Board. He has published extensively in numerous professional journals. In 1980 Mr. Wyatt joined the Gallaudet College Board of Fellows.

Mr. Wyatt began his presentation by discussing the changes in computer

technology over the past 35 years. He explained that the size and cost of computers have decreased while the capabilities have increased. This has made computers more available to the general population. Most of the technological changes have been with hardware which means that future development needs to focus on software development. Mr. Wyatt discussed the concept of computer literacy which he defines as the ability to write your own computer program. He stated that it is a part of the core curriculum at Harvard and predicted that the next generation will be literate in computers by the time they graduate from high school. Finally, he spoke about new uses for computers in educational or training programs. The Harvard Law School has been using computers with their third-year students in simulated court cases. Medical education is also an area which is making increased use of computers as well as flight training in the space program.

In the past a number of dinner/lectures were held throughout the year. However, given the current budget constraints, the President's office was able to fund only one of these programs this year. We are looking at ways to decrease the cost of these programs in order to hold more lectures each year.

Changes made in computer services

A number of changes in present computer services and plans for the future allocation of computer resources have recently been made.

The Computer Services Advisory Board has been restructured, but each division on campus continues to have a representative. The reps are: David McGuinness, Academic Affairs; C.F. Wagner, Business Affairs; Raymond Trybus, Research; Carole Cangiano, Institutional Advancement; Edward Corbett, Public Services; Michael Deninger, Pre-College.

Robert Davila chairs the board and

Kevin Casey, director of Gallaudet Computer Services and Donald Torr, assistant vice president for College Educational Resources, serve as ex-officio members.

The Board will consider problems related to computer services and will recommend priorities to an appropriate Central Administration subcommittee. Priorities for the allocation of computer resources will then be established by Central Administration. In addition, consideration will be given to special problems as necessary. The Board will also be responsible for providing feedback to the Gallaudet College Computer Services.

Central Administration has already approved the purchase of a new computer to satisfy an institution-wide need for additional computer capacity. CA has also decided that a new fiscal management system will receive top priority at this time, and this system will be the first application put on the new computer.

To accomplish the installation of the new computer and training of personnel by the required Oct. 1 deadline will require intensive efforts by GCCS. This will result in the curtailment and delay of some services. Some functions will continue as usual; others will be reduced or deferred. But while GCCS will be forced to defer or reduce some services, individual users of the computer system will not be affected and the system will be available as always for programming. The principal constraint at this time is a shortage of GCCS personnel which limits staff support to users or potential users.

Persons with questions about specific project of concern to them can contact their division Advisory Board member for further information.



Gallaudet student Kimberly Ballard from Indiana meets with her congressman, Rep. Joel Deckard (R-IN) in his office. Sue Ellis, director of External Affairs, who arranged the visit, was also present.

Interpreters convention scheduled

More than 500 professional interpreters from across the United States are expected to attend some 20 workshops, forums and rap sessions at the 1982 national meeting of the Registry of Interpreters for the Deaf. The meeting will be held July 27-Aug. 1 in Hartford, CT.

Presenting a two-day workshop on "Political Processes and How to Use Them" at the meeting will be Edward Corbett, director of Gallaudet's National Academy and Tracy Harris, former coordinator of Public Policy Studies with the National Academy. Their workshop will show persons how to improve legislation affecting interpreters for the deaf and their clients.

Other workshops will address such topics as the special problems of interpreters working in public schools, the special communication needs of mentally ill deaf patients and the demands of interpreting in a legal setting.

Founded in 1964, the Registry of Interpreters for the Deaf has its national headquarters in Silver Spring, MD. The organization develops standards and criteria for the evaluation and certification of interpreters and establishes ethical canons that govern the profession's practice. RID has more than

4,000 members.

More details about the RID convention can be received by writing Christine Stranges, c/o Conn. RID, P.O. Box 12202, Hartford, CT 06112.

Among Ourselves

Dean of Student Affairs Allen Sussman spent March 23-April 2 in Costa Rica as part of the new Regional Resource Project in Spanish-speaking countries. Sussman conducted a training program and taught at the University of Costa Rica. The 30 participants were students specializing in counseling, mental health, psychology and social work. He also addressed parents of deaf children, deaf adults, and visited schools and educational programs for deaf children.

Jack R. Gannon, director of the Alumni and Public Relations Office, and author of *Deaf Heritage: A Narrative History of Deaf America*, spoke on the topic of "Deaf Culture" at the adult education program of the Pennsylvania School for the Deaf May 19.



Published each Monday for staff and faculty of Gallaudet College by the Office of Alumni and Public Relations.

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Gallaudet College is an equal opportunity employer-education institution. Programs and services offered by Gallaudet College received substantial financial support from the Department of Education.



MSSD students Curtis Twigg and Katie Nowlan prepare to take photographs of MSSD Fine Arts Instructor Sandy Hyatt, Principal Mary Hockersmith and Dean Lee Murphy as they look at a \$1,000 check recently presented to the department. Melvin S. Cohen, owner of District Photo Inc. in Beltsville, MD, presented the department with the check, which will be used to purchase cameras and darkroom equipment.

College approves energy project

by Jim Hull

One major energy conservation project approved by the College administration is the application of a solar control film to the east, south and west windows of Hall Memorial Building. This installation, to be accomplished between graduation and the start of summer classes, is calculated to pay for itself from energy savings generated in just one year. Over a span of 10 years, it will save the College \$143,000 at today's dollar value.

Aside from the economics, faculty, staff and students will benefit from reduced glare and more even temperatures. The film insulates the glass to some extent from heat transfer and reflects winter heat back into the room as well as reflecting summer heat out.

Although the film is fully transparent, it has a blue-grey tint. It is actually a very thin coating of aluminum sandwiched between two layers of plastic, adhering to the glass.

The plastic surface is soft, compared to glass, so all faculty, students and staff are requested to use care not to scratch or tear the surface.

Comedy troupe to perform

"Table 42," a comedy acting troupe, will present an evening of laughs and musical entertainment this Friday, June 4 at 7:30 p.m. in the Ely Center Auditorium.

The performance will feature Dallas Banks, Wanda Banks, Edwina Covington, Raymond Covington, Brenda Ellis-Riddick and Yvette Shelton, with Gwen Whittington interpreting.

A donation of \$1 will be taken at the door.

Pentagon tours are interpreted

The Department of Defense has announced that beginning in April, the Pentagon Tour Program will include special tours for hearing impaired people.

Tours will be offered at 1 p.m. on the first and third Mondays of each month. Because of the Labor Day holiday, the September tours will be on the second and third Mondays. The size of initial tour groups will be limited to 25 people.

Reservations in advance are required for the new Pentagon tours. For reservations, write to: Pentagon Tour Director, Office of the Assistant Secretary of Defense (Public Affairs), Room 1E776, The Pentagon, Washington, D.C. 20301. Reservations may also be made by calling 695-1776.

The Pentagon Tour Program originated during the bicentennial activities of 1976. The tour features a film about the Pentagon building and a walk-through of its hallways. The tour is free and lasts about an hour.

Correction

The May 24 story about CASE Award winners omitted the name of William Varrieur, EPOC director, as a co-producer along with Mary Gawlik and Anne Nissen of the award-winning EPOC videotape developed to interest potential employers.



Bob Taylor, president of the Alexandria Watergate Lions Club, presents a check for \$350 to Gallaudet student Darryl Millsaps. The Watergate Club had previously given a donation of \$300 to the Gerald Adler Fund, established by the Lions Clubs of Virginia in honor of the late Professor Adler. From this fund, a scholarship is given each year to a deserving Gallaudet student. Others pictured, from left, are Kevin Barry, president of Alexandria Potomac Lions Club, and Bob Vaughn and Frank Connors of the Alexandria Watergate Lions Club.

Advocacy Notes

Federal briefs

by Merv Garretson

- The Social Security Administration has adopted a policy of providing qualified interpreters for deaf persons in all Social Security Administration proceedings. Telecommunications devices have been installed in 10 national teleservice centers.

- The Office for Civil Rights (OCR) not long ago released an internal policy document, "OCR's Position on the Provision of Auxiliary Aids for Hearing-Impaired Patients in Inpatient, Outpatient, and Emergency Treatment Settings." The position paper was developed as a result of OCR-conducted compliance reviews of health service providers and complaints received from deaf persons about hospital services.

The policy paper requires recipients of federal funds to provide a full range of communication options to ensure that hearing impaired clients have effective access to health care services. Options include interpreting, supplemental

hearing devices, written communication, flash cards and staff training in basic sign language expressions relevant to emergency treatment situations. Health care centers are required to have at least one TDD or to arrange to share a TDD with another health care facility.

- Section 504 requires that recipients of federal funds find ways to enable qualified handicapped persons to participate as members of planning or advisory boards should they be so appointed or elected. If the board member is deaf, an interpreter must be provided if requested in order to make the meeting accessible.

- The National Access Center recently published the first of a series of technical reports funded by the National Endowment for the Arts. This first report by Alice Kenney, "Museum Interpretation for Deaf and Hearing-Impaired Audiences," includes articles by Debbie Sonnenstrahl of Gallaudet. Copies are available from the National Access Center, 1419 27 St. NW, Washington, D.C. 20007.

Mont. Co. provides interpreters

Montgomery County has contracted with the Registry of Interpreters for the Deaf to provide certified sign language interpreter services for deaf and hearing impaired citizens who wish to participate in county government meetings, programs or services. The service is available at no cost upon a five-day advance notice.

Future county government advertisements for meetings and other services will include a statement about the availability of interpreters and the special TDD telephone number deaf persons can use to request them. Callers should give the name and telephone number of the citizens making the request, as well as the name, time, date and location of the scheduled activities. The Information and Referral Office will receive requests on its 24-hour TDD number, 279-1083, or at 279-1900 voice.

Citizens who use the service will be

contacted to involve them in evaluating the services provided. This new service will be monitored closely to ensure the provision of high quality service to Montgomery County residents.

Interpreter services are in addition to a network of aids already being provided to disabled citizens by the county, such as TDDs, audio loops, audio enhancement systems and specially amplified telephones.

A portable audio loop has been installed in the recently opened Holiday Park Multipurpose Senior Center. The Department of Recreation's Round House Theatre also has a new sound system that transmits and amplifies sounds to wireless receivers worn by its patrons. The new Round House system was made possible through Community Develop Block Grant funds, and members of the Washington Area Group for the Hard of Hearing cooperated in testing the system.

Jobs Available

SECRETARIAL POSITIONS: Contact Personnel for listing.
VIDEO/AUDIO DISTRIBUTION SYSTEM OPERATOR: Technical Support Center
TV STUDIO ENGINEER: Gallaudet Television
COORDINATOR, BUSINESS MANAGEMENT SYSTEMS: Business Services
APPLICATIONS PROGRAMMER (2): Business Affairs
SENIOR SYSTEMS PROGRAMMER: Computer Center
INTERPRETER: Interpreter Referral Services
COORDINATOR: Gallaudet Interpreting Services
FISCAL AUDITING ASSISTANT: Internal Auditing
SENIOR WORD PROCESSING SPECIALIST: MSSD
NIGHT SUPERVISOR: MSSD Residence Programs
RESEARCH AIDE: National Academy
INTAKE COORDINATOR: EPOC
ASST. TO THE DEAN: Research Institute
INTERPRETER/CLERK: Personnel Office
ASST. SHIFT SUPERVISOR: Safety & Security
PRODUCTION SPECIALIST TRAINEE: Television
CATALOGUER I: Library
RESEARCH ASSOCIATE: Research CSEHD
CONTRACTS MANAGER: Contracts & Risk Management
ACCOUNTS PAYABLE CLERK: Accounting
ELECTRONIC TECHNICIAN: Technical Support Services
TEACHERS: KDES
FOR ADDITIONAL INFORMATION ABOUT STAFF POSITIONS, CONTACT **JOB RECORDING IN PERSONNEL OFFICE**, x5514 VOICE OR x5520 TDD.

Classified Ads

BEACH HOUSE: Rehoboth beach house available June 2-11 or June 13-18. Large house, walk to beach and tennis. Call Judy Cox, x5566 voice or TDD.

HOME NEEDED: Caring home for two male Siamese cats, 11 yrs. and 10 yrs. Both neutered and front claws removed. Call Ms. Green, x5218 or 794-6877.

SITTER AVAILABLE: Will babysit children 2 yrs. or older in home in Crofton area. Call x5509.

FOR SALE: White baby crib with plexiglass end panel, double drop sides, teething guard. \$200 new—asking \$65. Call Margaret, x5297 voice or TDD.

FOR RENT: 3 rm. English basement apt., NE Capitol Hill, furnished or unfurnished, \$400/mo. Call 544-4331.

NEEDED: Apartment-mate for unique 2 br apt. in Bladensburg area 10 min. from Gallaudet. Swimming pool, parking area, kitchen privileges. \$190-210/mo. including utils. Ready for occupancy June 1 or July 1. Call Fred at 779-3792.

FOR SALE: Brittany spaniel puppies, m & f, liver & white, wormed, shots. \$75. Call Anita, 530-8617 voice or TDD.

New TDD

Urgent Medical Care, a walk-in medical service located at 8700 Central Ave. in Prince George's County, now has a TDD. That number is 350-8500.

The service is open from 8 a.m.-10 p.m. Monday through Saturday and from noon-10 p.m. Sundays and holidays. A multi-specialty group of physicians specializing in a variety of medical areas is also available.